



October-December 2013



Impariamo

"A newsletter for the Intelligence Community Centers for Academic Excellence"

Volume 2, Issue 4

NAVIGATING IC INTERNSHIPS AND STUDENT OPPORTUNITIES

The Intelligence Community (IC) offers current students and in some cases recent graduates a variety of internships opportunities. Would you like to contribute to the IC and apply for an IC internship? Then you must act quickly, many applications for summer internships are due in October for the following summer. Deadlines for other programs such as co-op program are six to nine months prior to the period you wish to work.

Ana Quintana, a recent graduate of Florida International University (FIU) said, "even though my internship with the DIA was not my first federal internship, it was my first within the IC. Without a doubt, it has been the most enriching and productive internship. The work and operations of the IC are completely unlike their federal counterparts."

Internships are not only rewarding, but the perfect chance for you to experience the challenges and rewards of an intelligence career first hand while you are still in school. They also allow the IC agency you work with to evaluate your performance and consider you for permanent employment upon graduation. Interns sometimes turn their experience into full-time employment post graduation.

This is an opportunity to be a member of an elite group united under a commitment to keep our nation's leaders informed, protect our country from outside threats, and develop the cutting-edge technology necessary to solve the complex national security issues of tomorrow. You'll assist with substantive and meaningful work assignments and gain invaluable practical experience.

Competition is fierce for IC internships. Foreign language skills, previous study or residency abroad and military service are pluses. Outstanding interpersonal and communication skills are essential. Make sure to highlight these experiences or skills on your well-crafted resume.

Keep in mind that internship applicants are expected to meet the same employment standards as permanent IC employees. You must be a U.S. citizen and should have a strong academic record (GPA of 3.0 or better). Most positions, including internships require a security clearance. Hiring for these positions is contingent upon the individual being granted such a clearance. The criteria for granting security clearances vary depending upon the level of clearance and the particular IC agency doing the hiring.

You can learn about specific internship opportunities by consulting each IC agency website dedicated to student opportunities:

- **National Geospatial-Intelligence Agency (NGA):** www1.nga.mil/Careers/StudentOpp/Internships/Pages/default.aspx (applications are accepted until 11 October)

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Calendar of Events

24 October
PSU "US -China Relations"

24-25 October
Miles College Colloquium

27-29 October
PSU CIA Visit and Analytic Exercise

30 October
MAC-CAE Colloquium
(at Norfolk State University)

8 November
Luncheon with R. James Woolsey,
former CIA Director; University of
NE-Omaha

14 November
PSU US Army War College Visit &
Analytic Exercise
(at University Park, PA)

19-20 November
PSU IC CAE/DIA Visit and Workshop

DIRECTOR'S CORNER

Student Power!

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If we could have harnessed the level of energy in the Summer Seminar: Foundations room on the final Friday, we could have lighted the city of Washington for at least a month!

All the 'old folks' in the room – mentors, guest speakers and CAE folks – were electrified by the attitudes of the 40 students that day. Seeing them makes all the prep work worthwhile.

I'm sure they all felt it too and I asked them for one simple favor – go back to your schools and use this energy to move the CAE program at your school forward. Talk to other students about the opportunities and possibilities you saw. Encourage them to become involved in the program. Talk to the faculty and work with them to bring workshops and speakers to your schools. Continue to network with the students within the CAE program, over the 29 schools involved. Communicate on SAGE; don't be a stranger to the student community or to the CAE Program Office. We are here for you and will do whatever we can to support you.

The next step for some of the students is internships. It's that season, with deadlines now for many applications. Don't hesitate to apply. Don't forget to put IC CAE, or IC Centers for Academic Excellence, on your application so hiring managers can find you by 'word search.'

Most of all, keep building your skills. Read some of the pieces you'll find on SAGE that are written about the IC by IC folks. Write a piece about your experiences and post it on SAGE, or submit a piece to the *Impariamo*. It's all open to you; take advantage. You've got the power; use it! ■

Marifyn

Marilyn B. Peterson
IC CAE Program Director

NAVIGATING IC INTERNSHIPS AND STUDENT OPPORTUNITIES (CONT'D FROM P1)

- **Central Intelligence Agency (CIA):**
<https://www.cia.gov/careers/student-opportunities> (applications are accepted until 15 October)
- **National Security Agency (NSA):**
www.nsa.gov/careers/opportunities_4_u/students/index.shtml
(applications are accepted until 15 October for numerous internships; 15 November for summer intelligence analysis program, cyber program and language programs; 15 May for co-op program)
- **Defense Intelligence Agency (DIA):**
<http://www.dia.mil/careers/students/> (applications are accepted until mid-October)
- **Department of Homeland Security (DHS):**
www.dhs.gov/student-opportunities-0
- **Department of State:**
<http://careers.state.gov/students/programs>
- **Federal Bureau of Investigation (FBI):**
<https://fbijobs.gov/239.asp>

- **Department of Energy (DOE):**
<http://jobs.energy.gov/entry-level-students>
- **Drug Enforcement Agency (DEA):**
<http://www.justice.gov/dea/careers/student-entry-level.shtml>

Additional information about student opportunities in the IC may be found at www.intelligence.gov/careers-in-intelligence-for-students.html and www.dni.gov/index.php/careers/student-opportunities. Additional information is also posted on our IC CAE SAGE space at www.sagecollaboration.com.

Many IC agencies also offer scholarships or fellowships, some of which provide you with a salary and full government benefits in addition to covering your tuition and other educational expenses. Some of the programs you might want to explore are:

The **Thomas R. Pickering Foreign Affairs Fellowship** seeks to recruit talented students in academic programs relevant to international affairs, political and economic analysis, administration, management, and science policy.

Apply to one of the many student opportunities today!

Most IC agencies participate in the **Pat Roberts Intelligence Scholars Program (PRISP)**, which is designed to recruit and train analysts and linguists.

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NAVIGATING IC INTERNSHIPS AND STUDENT OPPORTUNITIES (CONT'D FROM P2)

PRISP funding can be used to pay hiring incentives, such as a recruitment bonus or reimburse previous educational expenses, for individuals who already possess the necessary skills (language, specialized scientific expertise, etc.) or to provide additional education or training for those selected for the program. There is a service obligation of 18 months. Consult agency websites for specifics on that agency's PRISP program.

The **Stokes Educational Scholarship Program** (CIA, DIA, and NSA), where high potential, high school seniors and high performing college sophomores receive a government salary and full benefits, as well as tuition and other educational expenses, in exchange for a future employment obligation.

The **David L. Boren Scholarship** sends scholars abroad to study a critical language and culture. Awards provided for a year and up to \$20,000 oblige the recipient to work for the U.S. Government for at least one year.

The **Boren Fellows Program** provides American graduate students resources for overseas and domestic study to acquire skills and experiences in areas of the world critical to the future security of our nation, in exchange for their commitment to seek work in the federal government.

The **English for Heritage Language Speakers Scholarship Program** is designed for naturalized U. S. citizens fully proficient in a foreign language and seeking to apply their professional knowledge in a federal government career. ■

During her internship with the Program Office, Ms. Quintana attended classified analytic seminars, used unclassified and classified analytic databases, worked with intelligence analysts and officers, and learned about all aspects of the intelligence cycle. She provided invaluable support to Program Office staff during the June 2013 Summer Seminar, the July 2013 Professional Development Workshop, and in day-to-day functions.

Regarding her internship with the IC CAE Program Office, Ana said, "Federal internships are an invaluable experience both professionally and personally. I had interned with the federal government prior to this but interning within the IC is completely unlike anything I had ever done before. I had the added benefit of working for an agency that not only provides intelligence to policy makers, but also directly supports the war fighter. DIA is a great agency, staffed by incredibly hard working and dedicated people who work tirelessly for a common goal."

Due to her experiences interning with the Program Office, obtaining her clearance, and her National Security and Intelligence-focused academic and professional background; Ms. Quintana was solicited by various organizations with offers for employment. Ultimately, Ana accepted a position as a Latin America Research Associate with the Heritage Foundation in Washington, DC; and is looking forward to the many opportunities available to her as she begins her professional career. She is just one example of an IC CAE intern success story. ■

CAE PROGRAM OFFICE INTERN: ANA QUINTANA, FIU

The IC CAE Program office had Ms. Ana Quintana, an IC CAE graduate from Florida International University (FIU), as its 2013 summer intern.

Ms. Quintana graduated from FIU with her undergraduate degree—a BA in Political Science, and certificates in National Security and Latin American and Caribbean Studies—as well as with her graduate degree in Global Governance. In between obtaining her degrees, she studied abroad in Belo Horizonte, Brazil as part of a Foreign Language and Cultural Studies scholarship.

Last fall, Ana submitted applications to various intelligence agencies for both internships and jobs. She was given a conditional offer from Defense Intelligence Agency (DIA) in January 2013, contingent upon a successful background investigation. Ana also had to meet stringent academic requirements which included meeting a minimum 3.0 GPA, prior intelligence coursework, and demonstrated interest in National Security Studies and Intelligence.

IC CAE SUMMER SEMINARS: FOUNDATIONS & COMMUNITY INSIGHTS

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Summer Seminar: Foundations

What better way to spend two weeks than to learn the skills intelligence professionals use daily and then implement them in a fast-paced simulated intelligence operation!

That's exactly what 40 CAE students had the opportunity to do in August at the Summer Seminar: Foundations. Students representing 19 CAE schools spent a week learning from IC professionals some of the key skills needed to succeed in the Intelligence Community – critical thinking, hypothesis generation, writing, and briefing, to name a few.

The participants then put those skills into action during a week-long simulation which culminated in a mock brief to the President of the United States. Along the way, the students were mentored by current IC practitioners.

Victor Trujillo, one of two students voted by his peers as *Most Valuable Contributor*, offers this reflection of his experience: "The summer seminar really opened my eyes to what it is like working with the intelligence community. From lessons on analytic writing and hypothesis generation, to network analysis and counterintelligence, every aspect of the seminar equipped us with the knowledge needed to work with the intelligence community.

In addition to the lessons, we had the opportunity to work with current and former IC professionals, which gave us valuable insight into how the intelligence community operates. Perhaps the best part of the seminar was having the privilege of working with some of the brightest students from around the country. I could not have asked for a better group of individuals to work with, and I hope I'll have the opportunity to work with them professionally in the future."

Many thanks to the instructors, mentors, and University of Nebraska-Lincoln staff who gave their time and energy to make the Summer Seminar: Foundations a success!

Summer Seminar: Community Insights

But wait, there is more: Earlier this summer in June, 36 competitively selected students from 19 CAE universities spent two weeks at Summer Seminar: Community Insights. This Summer Seminar was geared toward the seniors, including senior undergraduate and graduate students.

Participants received an in-depth exposure to the intelligence analysis field through classroom instruction, hands-on analytic exercises and case studies. Students enjoyed the opportunity to learn directly from IC instructors and experts.

We also visited six IC agencies including CIA, DIA, FBI, NSA, NCTC, and State. The highlight of the tours for the students was meeting current analysts to discuss a day in the life as an analyst as well as operation center tours.

One student commented "the summer seminar was an extremely helpful tool to get me more engaged in the IC and helped me decide on a career path that fits my interests." Another stated that "I am encouraged by the rigors of the profession and [am] definitely applying for positions."

Thanks to all the instructors that provided their expertise and time to teach and the IC agencies for hosting our group for excellent tours! ■

STUDENT REFLECTION - SUMMER SEMINAR: FOUNDATIONS

by David Mendes, University of New Mexico (UNM)

Wow! The Summer Seminar was one of the best programs I have ever attended. The Seminar was an amazing and an eye-opening experience into the world of the Intelligence Community ("IC") and the day-to-day challenges of a career as an intelligence analyst. After attending, I am determined to pursue a career in the IC.

The course curriculum covered a wide area of intelligence topics and disciplines, ranging from lessons in cryptology and signals intelligence, to cultural lectures on Iran. The Seminar also included exercises designed to help each student recognize their personal bias and how these color our understanding and analysis of other nations and peoples.

During the second week of the Seminar we were given the chance to apply what we had learned in week one. We participated in a week-long all-source intelligence simulation. Working in teams, we were challenged to sort through, and make sense of a mountain of intelligence on a daily or hourly basis. Ultimately, it was up to each team to produce actionable intelligence, on time, in report form. The simulation gave us a small taste of the challenges faced by the IC everyday as they work to protect our Nation.

Overall, I learned that a career in intelligence analysis is not just a job it is a calling. I am honored to have had the opportunity to attend the Seminar and to work alongside so many amazing students, instructors and staff. Don't miss the chance to attend the 2014 Summer Seminar! ■

SCHOLAR SPOTLIGHT: ETHAN GROVES

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Congratulations to Ethan Groves who was awarded first place in the Cyber Conflict Studies Association/Armed Forces Communication and Electronics Association (CCSA/AFCEA) Cyber History Writing Contest!

Ethan, a computer science major at Virginia Tech, was recognized at the AFCEA TechNet Land Force East Conference in Baltimore for his research on *The Evolution of U.S. Cyber Power*.

During his research, Ethan was mentored by a cyber subject matter expert from the IC. As a result of this achievement Ethan may have opportunities for future publications with these well established organizations.

Every researcher encounters challenges and finds reward in pursuing an interesting question. For Ethan, narrowing the focus of his project was challenging because he found so many interesting avenues he could pursue. On the other hand, he found the networking that occurred during the process to be a great perk, saying that “speaking with experts in the field was a great honor and I valued that opportunity.”

In addition to carrying out research, Ethan has been involved with a number of CAE activities which he found to be particularly helpful. Taking part in resume workshops, historical talks, and networking sessions on VA Tech’s campus have been an advantage to his academic career, says Ethan. “Speaking with industry professionals goes a long way toward maximizing the academic experience since they can point out what is important and which elements are worth focusing on.”

One of Ethan’s greatest milestones as a student has been participating in a study abroad to China, an opportunity he would never have considered had it not been for the VA Tech CAE Program.

As Ethan plans for his professional career, he is interested in applying his research and creative thinking skills. “I enjoy research, especially that which leads to new technology applications, and would love to pursue research as a career; perhaps, in the Intelligence Community.”

Best wishes to Ethan as he continues his studies at VA Tech! We know you have scholars who are doing exciting things! Please share their stories – and photos – with us by emailing Julea Wade at julea.wade@dodiis.mil. ■

SAGE 2.0

INNOVATIVE UPGRADES, IMPROVED DESIGN

Sherine Elmasry, ODNI Senior Advisor for Analytic Outreach
Luke Baldwin, ODNI SAGE Program Manager



The SAGE administrative team is thrilled to introduce SAGE 2.0- the Intelligence Community's environment for unclassified analytic outreach and collaboration.

Users will notice a substantially improved design which is cleaner and easier to navigate. SAGE 2.0 offers a variety of new features, including live news and social media feeds, an enhanced social networking experience, and the introduction of SAGE Communities; which will allow enduring collaborative relationships without the privacy restrictions of SAGE Spaces.

Users will also have access to the *Global Village*, SAGE’s “water cooler” environment for cross-agency collaboration as well as a great place to catch up on the latest unclassified analysis and research from across the IC and industry think tanks.

In addition to the new features, SAGE also has a new home: In order to promote accessibility for all SAGE stakeholders, all legacy SAGE content has been migrated to a new domain: www.sagecollaboration.com. The new domain will open more doors to facilitate improved outreach for IC members with outside experts. The transition to SAGE 2.0 was designed and executed to be as seamless as possible for its users.

Once able to access SAGE 2.0, users will find all of their old SAGE content and so much more. Just follow the quick steps listed below to establish your new password and gain access:

- Go to the SAGE 2.0 website at: www.sagecollaboration.com
- Select the option 'I forgot my password'
- Go to the e-mail account which you used to register for SAGE and you will find a message from support@sagecollaboration.com containing a password 'token'
- Click on the embedded link in the email with this token and return to SAGE to establish your new SAGE 2.0 password.

For any IC CAE program participants currently *without* a SAGE account and are interested in obtaining one, please contact Megan Boone in the IC CAE Program Office at megan.boone@dodiis.mil for assistance with registration.

For any issues accessing SAGE 2.0, to schedule a demo for your group, or to provide feedback on the new SAGE 2.0 platform, send the SAGE Collaboration Team an e-mail at support@sagecollaboration.com.

While the SAGE team is confident its users will find SAGE 2.0 to be a dramatic improvement upon its predecessor, they want to hear what you think, and to ensure there are no ‘bugs’ when used with any internet browsers.

Thanks, and enjoy Sage 2.0... Let the collaboration begin! ■

NEW IC CAE PROGRAM PUBLIC WEBSITE

The IC CAE Program Office stood up its official public website (www.dia.mil/cae) on 9 August as a resource for its CAE universities, IC Agency partners, and currently non-affiliated universities who have an interest in becoming an IC Center for Academic Excellence.

The new IC CAE site provides great overall benefits to the IC CAE program by increasing awareness and advancement of the program. The site also supports the Program Office's continued efforts to improve customer service.

We encourage all of you to visit the site and submit any recommendations, questions or suggestions on how we can improve the overall experience for each of its users.

Also, please share the site with other academic institutions. The next Broad Agency Announcement (BAA) and grant award process will be released in January 2014. The BAA will extend the reach of the IC CAE program by awarding grant funds to new academic institutions.

The website provides all site visitors with:

- A brief background and history of the IC CAE Program
- A listing of the legal authorities under which we operate
- Information about the Broad Agency Announcement (BAA) and grant award processes
- Important program documents
- A substantial listing of FAQs
- A listing of current IC CAE universities and their CAE program sites
- General Program Office contact information

We are confident that this newest addition to the IC CAE program's communication efforts will be of great benefit to all IC CAE program participants- past, current, and future!

To submit website-specific feedback, please contact Megan Boone at megan.boone@dodiis.mil. For general questions or for further information about the IC CAE program, please contact Marilyn Peterson, Program Director, at marilyn.peterson@dodiis.mil. ■

CANCELLATION OF FALL 2013 5-EYES ANALYTIC WORKSHOPS

The IC CAE Program Office regrets to announce the cancellation of the Fall 2013 Five Eyes Analytic Workshops which were to be held on November 5-7, 2013 at the National Conference Center in Leesburg, VA.

The workshops cannot proceed as scheduled due to the extended government shutdown. Participation and attendance at the workshops would be extremely difficult to project and minimal registration had been made.

The Program Office remains committed to providing a forum where members of the intelligence and academic community can collaborate and discuss ideas and topics relative to intelligence and national security.

The University of Mississippi (Ole Miss) has graciously extended an invitation to all presenters and participants to engage in the next session of Five Eyes which will be hosted in Oxford Mississippi on the university's campus.

The Spring 2014 Five Eyes is scheduled for March 25-27, 2014.

We recognize the incredible amount of work and effort that has gone into preparing research and presentations for the Fall 2013 Five Eyes and sincerely apologize for the cancellation.

We hope you can join us in March 2014 at Ole Miss.

Questions and concerns may be directed to Ms. Tia Golden by phone at 202-685-6206 or via email at: takiyah.golden@dodiis.mil ■

The *Impariamo* ("Let's Learn") is a quarterly newsletter for and by the IC CAE Community. Please send any article concepts or exciting news to Megan Boone, *Impariamo* editor, at megan.boone@dodiis.mil.

IC IN FOCUS: DRUG ENFORCEMENT AGENCY (DEA)



Agency Background and History

The Drug Enforcement Administration (DEA) was created by President Richard Nixon through an Executive Order in July 1973 to establish a single unified agency to fight "an all-out global war on the drug menace."

The mission of the DEA is to enforce the controlled substances laws and regulations of the United States and bring to the criminal and civil justice system of the United States, or any other competent jurisdiction, those organizations and principal members of organizations, involved in the growing, manufacture, or distribution of controlled substances appearing in or destined for illicit traffic in the United States; and to recommend and support non-enforcement programs aimed at reducing the availability of illicit controlled substances on the domestic and international markets.

While DEA is a law enforcement agency, it also has an intelligence component which qualifies it to be part of the Intelligence Community. DEA is represented on the CAE Senior Advisory Board by Ms. Virginia Hoh, its IC Training Coordinator. (<http://www.justice.gov/dea/index.shtml>)

DEA has 223 Domestic Offices in 21 Divisions throughout the U.S.: Atlanta, Caribbean, Chicago, Dallas, Denver, Detroit, El Paso TX, Houston, Los Angeles, Miami, New England (Boston), New Jersey (Newark), New Orleans, New York, Philadelphia, Phoenix, San Diego, San Francisco, Seattle, St. Louis, and Washington, DC. For more information about the Domestic Offices and Divisions in which DEA operates, please see the following link: <http://www.justice.gov/dea/about/Domesticoffices.shtml>

DEA has 86 offices in 67 countries, organized by region: South America, Caribbean, Europe & Africa, Southwest Asia, Far East, Middle East and North & Central America. For more information about the Foreign Regions in which DEA operates, please see the following link: <http://www.justice.gov/dea/about/foreignoffices.shtml>

DEA Careers: Students, Veterans, Special Agents & More

DEA offers career opportunities in a variety of disciplines. Current DEA vacancies are listed at the following link: <https://dea.usajobs.gov/>. Anyone interested in applying for jobs at DEA must be able to meet all DEA Employment Requirements and comply with DEA's Drug Policy. Further information about both of these requirements are detailed later in this article.

- **Student Employment at DEA**

Information about Student opportunities and Entry-Level positions within DEA can be found at the following link: <http://www.justice.gov/dea/careers/student-entry-level.shtml>

*For further information on **Student Employment opportunities with DEA**, please call 202-307-4088*

- **Veteran's Employment at DEA**

DEA is actively committed to recruiting veterans. The agency values their understanding of leadership, teamwork, and integrity and their array of experience, skills and abilities, proven in real world situations. Veterans have certain entitlements by law in competing for Federal civil service employment. The following online resources are provided to help understand veterans' preference and other hiring flexibilities available to veterans. Please visit the following websites for detailed information about Veteran's Employment at DEA: <http://www.justice.gov/dea/careers/veterans.shtml>

- **Operation Warfighter**

DEA participates in Operation Warfighter, a federal internship program developed for placement of wounded, ill, and injured service members. Active service members are placed in DEA offices nationwide and their assignments offer opportunities to explore interests and develop skills during the recuperation process. For more information about the U.S. Department of Defense's *Operation Warfighter*, visit the following link: <http://www.militaryonesource.mil/>

- **Special Agent Positions**

For Special Agent recruiting information, please go to <http://www.justice.gov/dea/about/Domesticoffices.shtml>, select a field division, and click on "Become a DEA Agent." It is important to note that **Special Agent positions have additional requirements**, and related information is available at the following link: <http://www.justice.gov/dea/careers/agent/index.html>

IC IN FOCUS: DRUG ENFORCEMENT AGENCY (DEA)

CONT'D. FROM PG 7

DEA Employment Requirements:

<http://www.justice.gov/dea/careers/employment-reqs.shtml>

All applicants must meet the certain conditions of employment to be eligible for employment at DEA:

- U.S. Citizenship
- Successfully passing DEA-administered test for illegal drugs
- Completion of a DEA Drug Questionnaire
(http://www.justice.gov/dea/careers/drug_questionnaire.pdf)
- Completion of DEA Drug Use Statement
(http://www.justice.gov/dea/careers/drug_use_statement.pdf)
- Successfully passing a background investigation
(<http://www.justice.gov/dea/careers/background-investigation.shtml>)
- Registration with the Selective Service System, if male and born after 12/31/1959

The mission of the DEA is essential to making our nation safe from drugs and terrorism. Often, the required work is very sensitive in nature. All candidates for employment with DEA are required to pass a background investigation to become permanent employees.

A background investigation is one of the final steps in the application process that seeks to discern a comprehensive snapshot of your personal history, education, work experience, personal and professional references, and other information. The time it takes to complete a background investigation is dependent on the type and scope of investigation being conducted.

<http://www.justice.gov/dea/careers/background-investigation.shtml>

DEA Drug Policy:

<http://www.justice.gov/dea/careers/drug-policy.shtml>

Drug testing is required for all positions and continues throughout your career at DEA. Applicants who are found, through investigation or personal admission, to have experimented with or used narcotics or dangerous drugs, except those medically prescribed for you, will not be considered for employment with DEA. Exceptions to this policy may be made for applicants who admit to limited youthful and experimental use of marijuana. Such applicants may be considered for employment if there is no evidence of regular, confirmed usage and the full-field background investigation and results of the other steps in the process are otherwise favorable. Compliance with this policy is an essential requirement of all DEA positions. ■

